[NAMED CLUB] is fully committed to safeguarding and promoting the wellbeing of all its members and other participants. The club believes that it is important that members, coaches, administrators and others associated with the club should, at all times, show respect and understanding for the safety and welfare of others. This Code of Conduct sets out the main expectations of behaviour towards all club stakeholders.

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I the undersigned member of [NAMED CLUB] by agreeing to the following Code of Conduct **understand that**:

* I will: **act respectfully and responsibly** towards all club members and other participants, adhere to the Swiss Olympics’ Charter for Ethics in Sport[[1]](#footnote-1), and follow all club rules and regulations.
* There is **zero tolerance** with regard to any **discriminatory or harassing behaviour**. Including, but not limited to, discrimination or harassment on the basis of *gender, sexual orientation, age or appearance, disabilities, civil status, social background, religion or beliefs, ethnicity and/or national origins*.
* Creation of a stressful or unwelcoming environment for others through **abusive, offensive, threatening, intimidating or disruptive behaviour** is considered unacceptable behaviour. Including, but not limited to, physical or verbal intimidation (bullying or humiliating others), offensive verbal or sexual comments; physical assault and/or battery; sustained disruption of training and other events; bathroom/changing-room policing; inappropriate/unwelcome physical contact or attention (stalking), wilfully damaging equipment or possessions of others, and/or infringement of previously announced personal boundaries.
* I will not take **unwelcome (non-consensual) photographs**, audio recordings, video or other images of others (ask first and/or desist and delete if requested). And, in accordance with child protection practices, will not take photographs, video or other images of children/young people without the consent of the parents/carers and children themselves (see notes over).
* **Criminal behaviour** will be reported to the police, without exception.
* Engaging in any such discriminatory, abusive, unwelcome or criminal behaviour may lead to disciplinary action under the club’s rules and regulations and ultimately **expulsion from the club**.
* Where someone’s behaviour has made me uncomfortable, or if I witness the same happening to someone else, I will **immediately inform club officials or instructors** and/or a dedicated Welfare Officer (if there is one).

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| **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**  **Name & date** | **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**  **Signature** |

**Explainer:**

Swiss HEMA endeavours to follow the nine principles in the Swiss Olympics’ Charter for Ethics in Sport.[[2]](#footnote-2) This charter requires a *‘respect for and responsibility towards oneself and others’* in sport and, as such, Swiss HEMA Members Clubs are committed to fulfil two commitments:

***Be Respectful:*** *By epitomising and embodying an attitude of openness (equality, diversity and inclusivity) towards all persons regardless of their personal background (gender, sexual orientation, age or appearance, abilities, civil status, social background, religion or beliefs, ethnicity or national origins); and*

***Be Responsible:*** *By developing and maintaining safeguarding protections and protocols for HEMA participation. With measures taken to protect the health, well-being and human rights of individuals, and to address any issues arising from prejudice or discrimination.*

This Code of Conduct is meant to extend to anyone attending trainings, tournaments or events of Swiss HEMA Member Clubs.[[3]](#footnote-3) It was developed as an example for use by Swiss HEMA Members and who may adapt it.

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| **Notes: Children and images:**  Individual photographs: The informed, oral consent of the child and parent/guardian must always be obtained before a photograph or image of a child is taken and used, and its intended and/or possible use(s) explained. The implications of using images, including risks and possible negative consequences, especially where images used on websites should also be fully explained. If being published: child-friendly consent forms should be used for obtaining consent from children and, where possible, the child and family should be shown the image before it is published.  Group photographs: As with individual photographs, it should be explained to the group what the photographs will be used for and consent should be sought from individuals in the group. Any individuals who wish to opt out should be allowed to do so.  General photographs: When using images of children in crowd scenes, where it may be difficult or impossible to get consents, the following should be taken into consideration: Would children attending the event expect photographs to be taken? Would children in the photograph probably consider themselves to be in a public place, with no expectation of privacy? Is it unlikely that anyone would object to the photograph being taken? (N.B. an individual might be in a public place, but may not want any images of them being used). |

1. These are*: 1. Equal treatment for everyone; 2. Sport and social environment in harmony; 3. Strengthening personal and shared responsibility; 4. Respectful encouragement rather than excessive demands; 5. Educating on fairness and environmental responsibility; 6. Rejecting violence, exploitation and sexual abuse; 7. Rejecting doping and drugs; 8. Abstaining from tobacco and alcohol consumption during sport; and 9. Opposing all forms of corruption.* [↑](#footnote-ref-1)
2. <https://www.swissolympic.ch/dam/jcr:2af58143-3684-40e2-ba38-36e77fafe077/2015_Ethik_Charta_A4_fbg_EN.pdf> [↑](#footnote-ref-2)
3. Such as: club officials, practitioners, instructors, participants, exhibitors, vendors, attendees, presenters, panellists, guests, press, staff, and volunteers. [↑](#footnote-ref-3)